

Monitored Party Wuxi Senchi Garment Co., Ltd.	amfori ID 156-053517-000	Address No. 405 Youyi Road, Changan Street, Huishan District, 214100 Wuxi, Jiangsu Sheng, China
Monitoring Activity amfori Social Audit - Manufacturing	Monitoring Type Full Monitoring	Monitoring Partner TUV Rheinland
Monitoring Start Date 22/03/2024	Closing Meeting Finished Date 22/03/2024	Submission Date 28/03/2024
Expiration Date 28/03/2025	Announcement Type Fully Announced	
Site Wuxi Senchi Garment Co., Ltd.	Site amfori ID 156-053517-001	

This is an extract of the online Monitoring Result, generated on 01/04/2024, and is only valid as an acknowledgement of the result. To see all the details, review the full monitoring result, which is available on the [amfori Sustainability Platform](#) - The English version is the legally binding one.






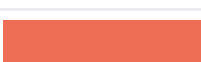

amfori does not assume any liability with regard to the compliance of this extract, or any versions of this extract, with the Regulation (EU) 2016/679 (General Data Protection Regulation).

All rights reserved. No part of this publication may be reproduced, translated, stored in a retrieval system, or transmitted, in any form or by any means electronic, mechanical, photocopying, recording or otherwise, be lent, re-sold, hired out or otherwise circulated without the amfori consent. © amfori, 2021

OVERALL RATING



SECTION RATING

PA1: Social Management System	C	
PA 2: Workers Involvement and Protection	B	
PA 3: The Rights of Freedom of Association and Collective Bargaining	A	
PA 4: No Discrimination, Violence or Harassment	A	
PA 5: Fair Remuneration	A	
PA 6: Decent Working Hours	D	
PA 7: Occupational Health and Safety	A	

PA 8: No Child Labour	A	
PA 9: Special Protection for Young Workers	A	
PA 10: No Precarious Employment	A	
PA 11: No Bonded, Forced Labour or Human Trafficking	A	
PA 12: Protection of the Environment	B	
PA 13: Ethical Business Behaviour	A	

GENERAL DESCRIPTION

Name of lead auditor: Lorry Long; APSCA membership number: CSCA 21700405

Monitoring partner name: TUV Rheinland

Audit schedule details: The audit is planned for 1 auditor x 1 day.

Announcement Type: This is an announced audit.

Business partner information: Wuxi Senchi Garment Co., Ltd. was located at No. 405 Youyi Road, Changan Street, Huishan District, Wuxi City, Jiangsu Province, China (中国江苏省无锡市惠山区长安街道友谊路405号), the facility was established in October 2019.

The main product manufactured by the audited facility were garments. According to the management, their peak production months were not obvious. The production capacity was about 200,000 pieces per year. The main production processes were weaving, cutting, sewing, finishing, inspection and packing.

Audited location information: There were three buildings in the same compound owned by the landlord, the audited facility used 3F of one 3-storey U type building as office, workshops and warehouse. No kitchen, canteen, dormitory or transportation was provided for workers in the audited facility.

The buildings were rented from the landlord named Wuxi XX Weaving Factory which conducted manufacturing of textiles. Half 1F of 3-storey U type the building was used by one machine factory, rest half part was idle, 2F was used by one garment factory. The landlord used 2F-4F of one 4-storey building, 1F were used by two restaurants, one flat building was idle. The facility stated that they were independently operated with their own management system, financial system, employees and working area, their products were different. During document review, the business license and the leasing contract were provided for review. No shared production or worker was found.

Operating shifts and hours: All employees worked in one shift from 8:00 to 17:00 with 1 hour's lunch break from 12:00 to 13:00. All the workers could have one day off after 6 consecutive working days. Overtime work was conducted on a voluntary basis. Attendance records from February 1, 2023 to March 22, 2024 (the assessment date) were provided for review and 6 employees were randomly selected as samples. Based on sampled attendance records review, maximum 2 hours overtime per day, 18 hours overtime per week and 70 hours overtime per month.

Time recording system: Electronic (finger printing/face recognition) attendance system was used for employees' time keeping.

Salary payment details: The local minimum wage was RMB 2490 per month equivalent to RMB 14.31 per hour (2490/21.75/8) since January 1, 2024 and RMB 2280 per month equivalent to RMB 13.10 per hour (2280/21.75/8) from August 1, 2021 to December 31, 2023. Payroll records from February 2023 to January 2024 were provided for reviewed and 6 employees were randomly selected as samples. Employee were paid at hourly rate by bank transfer before or on 30th of the following month. Pay slips were provided to employees. The minimum wage for sampled workers were RMB 16.1 per hour which above the local minimum wage. Employees were compensated 150%, 200% and 300% of their regular wage for overtime work conducted on regular working days, rest days and statutory holidays respectively.

Worker number information: A total of 24 employees were currently working in the facility, which includes 21 production employees and 3 non-production employees. 21 production employees included 2 males and 19 females. All employees were local employees. All employees were hired by the facility directly. No labor agency was used.

Good practices: None.

Worker organization details: No labor union in the facility. Two worker representatives were elected by workers in December 2023.

Circumstances: There was no special circumstance during the audit. The facility had good cooperation with auditor, provided independent meeting room for worker interview and allowed auditor to take photos onsite. The management accepted all the findings and signed the onsite report after closing meeting.

Summary of findings:

PA1:

The social compliance management procedures were not implemented effectively.

The production costing and capacity planning procedure was not fully implemented.

PA2:

The facility did not establish the specific executable plan for achieving the long-term goals and did not establish the expected time to achieve the goals.

Partial employees did not know well about the amfori BSCI COC.

PA5:

Insufficient social insurance participated.

PA6:

Overtime hours exceeded the legal requirement.

PA7:

Law list was not updated in time.

The facility could not provide the report of construction completion acceptance of all buildings.

Need guards were not used.

PA 12:

Environmental law list was not complete.

The facility could not provide the pollutant discharge registration form/receipt.

Living wage calculation: #LivingWage: 1) No anker wage available for the producers location, so we used the data provided by auditing company. 2) The calculation methodology refers to anker living wage structure. 3) The data comes from the local bureau of statistics for the current year.

Attachments: The Personal Information Protection Law of the People's Republic of China was effective as of 1 November 2021, the producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor(s) had been obtained the individual's consent during the audit.

Remark:

No photos of contractor license, agency labor contract, government waiver, collective bargaining agreements were taken, as no contractor or agencies were used, no government waiver was obtained, no collective bargaining agreements were available.

SITE DETAILS

Site

Wuxi Senchi Garment Co., Ltd.

Site amfori ID

156-053517-001

GICS Classification

Sector

Consumer Discretionary

Industry Group

Consumer Durables & Apparel

Industry

Textiles, Apparel & Luxury Goods

Sub Industry

Apparel, Accessories & Luxury Goods

amfori Process Classifications

N.A.

NACE Classification

N.A.

GS1 Classifications

N.A.

Water Stress Situation

N.A.

METRICS

Key Metrics

Total workforce	24	Workers
Legal minimum wage in local currency	2,490	Monthly
Lowest wage paid for regular work at the site	2,801.4	Monthly
Calculated living wage in local currency	2,918.39	Monthly
Total sample	6	Workers

Other Metrics

Male workers	3	Workers
Female workers	21	Workers
Non-binary workers	0	Workers
Permanent workers - Male	3	Workers
Permanent workers - Female	21	Workers
Permanent workers - Non-binary	0	Workers
Temporary workers - Male	0	Workers
Temporary workers - Female	0	Workers
Temporary workers - Non-binary	0	Workers
Seasonal workers - Male	0	Workers
Seasonal workers - Female	0	Workers
Seasonal workers - Non-binary	0	Workers
Management - Male	1	Workers
Management - Female	1	Workers
Management - Non-binary	0	Workers
Apprentices - Male	0	Workers
Apprentices - Female	0	Workers
Apprentices - Non-binary	0	Workers
Workers on probation - Male	0	Workers
Workers on probation - Female	0	Workers
Workers on probation - Non-binary	0	Workers
Workers with night shift - Male	0	Workers
Workers with night shift - Female	0	Workers
Workers with night shift - Non-binary	0	Workers
Workers with disabilities - Male	0	Workers
Workers with disabilities - Female	0	Workers
Workers with disabilities - Non-binary	0	Workers
Domestic migrant workers - Male	0	Workers
Domestic migrant workers - Female	0	Workers
Domestic migrant workers - Non-binary	0	Workers
Foreign migrant workers - Male	0	Workers

Foreign migrant workers - Female	0	Workers
Foreign migrant workers - Non-binary	0	Workers
Workers hired directly - Male	3	Workers
Workers hired directly - Female	21	Workers
Workers hired directly - Non-binary	0	Workers
Workers hired indirectly - Male	0	Workers
Workers hired indirectly - Female	0	Workers
Workers hired indirectly - Non-binary	0	Workers
Unionised workers - Male	0	Workers
Unionised workers - Female	0	Workers
Unionised workers - Non-binary	0	Workers
Workers under CBA - Male	0	Workers
Workers under CBA - Female	0	Workers
Workers under CBA - Non-binary	0	Workers
Pregnant workers	0	Workers
Workers on parental leave - Male	0	Workers
Workers on parental leave - Female	0	Workers
Workers on parental leave - Non-binary	0	Workers
Sample - Male	1	Workers
Sample - Female	5	Workers
Sample - Non-binary	0	Workers

FINDINGS



PA1: Social Management System

Site: Wuxi Senchi Garment Co., Ltd. | Site amfori ID: 156-053517-001

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially respected the principle. Through document review, site tour, employee interview and management interview, the facility had established social compliance written procedure according to the requirements of amfori BSCI, but the facility did not implement the procedures effectively which led non-compliances were noted in some Performance Areas, such as overtime exceeded legal requirement and insufficient social insurance participated. The facility management stated that due to production cost control, the non-compliances would be continuous improved. Interviewed employees stated that overtime and social insurance were voluntary to choose, they were satisfied with the facility. It violated the requirements in amfori BSCI System Manual.	被审核方部分尊重该原则。通过文件查阅，现场走访，员工访谈及管理人员访谈，审核员发现工厂根据amfori BSCI要求建立了社会责任的书面程序，但是没有有效地执行导致一些绩效领域存在不符合项，比如加班时间超出法律规定要求和社会保险参保不足。管理人员表示由于生产成本控制，将持续改善现有问题。被访谈员工表示加班和社保是自愿的，对工厂很满意。违反了amfori BSCI系统手册中的要求。

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially respected the principle. During document review, employee interview and management interview, the facility had established production costing and capacity planning provided, however, the procedure was not fully implemented. Monthly overtime hours of production employees exceeded 36 hours in most months. The facility management stated that overtime was arranged based on the production order quantity and delivery date, the monthly overtime hours was not controlled effectively. Interviewed employees stated that overtime was conducted voluntarily, they preferred to take overtime to earn more salary. It violated the requirements in amfori BSCI System Manual.	被审核方部分尊重该原则。通过文件查阅，员工访谈及管理人员访谈，审核员发现工厂有建立成本计算与产能规划程序，但没有完全执行。生产工人在大部分月份中月加班超过36小时。管理人员表示加班是根据生产订单量和交期安排的，没有有效地控制月加班。被访谈员工表示加班是自愿的，愿意多加班获得更高的工资。违反了amfori BSCI系统手册中的要求。

PA 2: Workers Involvement and Protection

Site: Wuxi Senchi Garment Co., Ltd. | Site amfori ID: 156-053517-001

Question: 2.2 Is there satisfactory evidence that the auditee defines long-term goals for protecting workers in line with the aspirations of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected the principle. During document review and management interview, auditor found that the facility had defined long term goals to protect workers according to amfori BSCI Code of Conduct, however, the facility did not establish the specific executable plan for achieving the long-term goals and did not establish the expected time to achieve the goals. The facility management stated that the achieving process of these goals was a long-term process with continuous improvement, they were not sure when they could achieve the goals. It violated the requirements in amfori BSCI System Manual.

被审核方部分尊重该原则。通过文件查阅及管理人员访谈，审核员发现工厂已经按照amfori BSCI行为手册建立了保护工人的长期目标，但是工厂没有制定实现长期目标的具体可执行方案，也没有设定达成目标的预期时间。管理人员表示目标的达成是一个持续改善的过程，不确定何时能完成目标。违反了amfori BSCI系统手册中的要求。

Question: 2.4 Is there satisfactory evidence that the auditee builds sufficient competence among managers, workers and workers representatives to successfully embed responsible practices in the business operation?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected the principle. During site tour, document review, employee interview and management interview, auditor found that the facility had posted the amfori BSCI Code of Conduct in workshop and provided training to all workers, but 2 out of 6 interviewees did not know well about the amfori BSCI Code of Conduct, such as the rights of Freedom of Association and Collective Bargaining and Special Protection for Young Workers. The facility management stated that partial employees were not familiar to amfori BSCI Code of Conduct, they would enhance the training later. It violated the requirements in amfori BSCI System Manual.

被审核方部分尊重该原则。通过现场走访，文件查阅，员工访谈及管理层访谈，审核员发现工厂已经在车间内张贴了amfori BSCI行为准则，并提供培训给所有工人，但是6名被访员工中的2名不太了解amfori BSCI行为准则，比如结社自由和集体谈判的权利，对未成年工人的特殊保护。管理人员表示部分员工不熟悉amfori BSCI行为准则，后续将加强培训。违反了amfori BSCI系统手册中的要求。

PA 5: Fair Remuneration

Site: Wuxi Senchi Garment Co., Ltd. | Site amfori ID: 156-053517-001

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected the principle. During document review, employee interview and management interview, auditor found that insufficient social insurance participated. Social insurance receipts from April 2023 to March 2024 were provided for review in the audit. There was total 24 employees (including 13 retirees) in the facility, no new employee, 11 employees were eligible to receive basic endowment insurance, basic medical insurance, maternity insurance, unemployment insurance and employment injury insurance according to the law. Through reviewing social insurance receipt of March 2024, auditor found that 3 out of 11 employees had not participated in basic endowment insurance, unemployment insurance, employment injury insurance, basic medical insurance and maternity insurance. The facility provided accident injury insurance for 20 employees (including 3 employees who had not participated in injury insurance and 13 retirees). The valid period of the insurance was from September 27, 2023 to September 27, 2024. The facility management stated that the facility was willing to purchase the social insurance for all employees and informed the workers of the social insurance policy, but partial employees were not willing to participated in social insurance. Interviewed employees stated that they knew the social insurance policy, but they were not willing to participated in social insurance because they had rural insurance. The facility did not collect rural insurance information of employees. (Reference law: Social Insurance Law of the People's Republic of China; Article 10, Article 23, Article 33, Article 44, Article 53.)

被审核方部分尊重该原则。通过文件查阅，员工访谈及管理层访谈，审核员发现社会保险参保不足。审核中2023年4月至2024年3月份的社保收据有提供查看。企业有24名员工（包含13名退休员工），无新员工，11名员工应缴纳养老保险、医疗保险、生育保险、失业保险和工伤保险。通过查看2024年3月的社会保险收据，审核员发现11名员工中3名没有参加养老保险，失业保险，工伤保险，医疗保险和生育保险。工厂给20名员工（包含3名没有参加工伤保险的员工和13名退休返聘员工）提供了意外伤害保险，有效期为2023年9月27日至2024年9月27日。管理人员表示工厂愿意给员工购买社会保险，也将社保政策告知员工，但部分员工不愿意参保。员工表示了解社保政策，但是不愿意参加社保因为有农保。工厂没有统计员工农保信息。（参考法律法规：中华人民共和国社会保险法，第10条，23条，33条，44条和53条）

PA 6: Decent Working Hours

Site: Wuxi Senchi Garment Co., Ltd. | Site amfori ID: 156-053517-001

Question: 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee did not respect the principle. During site tour, document review, employee interview and management interview, auditor found that overtime hours exceeded the legal requirement. Based on the provided attendance records from February 1, 2023 to March 22, 2024, all 6 sampled workers' monthly overtime hours exceeded 36 hours in January 2024, with the maximum were 70 hours; all 6 sampled workers' monthly overtime hours exceeded 36 hours in August 2023, with the maximum were 66 hours; all 6 sampled workers' monthly overtime hours exceeded 36 hours in May 2023, with the maximum were 58 hours. The management stated that they had working hour procedures and check the working hours regularly, but the overtime was arranged based on the order quantiles and was not controlled effectively. The electrical attendance system did not have warning function when monthly overtime hours exceeded the legal limit of 36 hours. Interviewed workers stated that they preferred to take overtime to earn more salary. Remark: the maximum monthly overtime hours from February 1, 2024 to February 29, 2024 were 30 hours, the maximum monthly overtime hours from March 1, 2024 to March 21, 2024 were 48 hours. (Reference Law: PRC Labour Law article 41)

被审核方未尊重该原则。通过现场走访，文件查阅，员工访谈及管理层访谈，审核员发现加班时间超过法规要求。根据提供的2023年2月1日至2024年3月22日的考勤记录，抽样6名员工的月加班时间在2024年1月超过36小时，最大为70小时；抽样6名员工的月加班时间在2023年8月超过36小时，最大为66小时；抽样6名员工的月加班时间在2023年5月超过36小时，最大为58小时。管理人员表示有工时规定和工时定期检查，但是加班根据订单数量进行安排，没有得到有效地控制；工厂的电子考勤系统在员工月加班超过36小时没有预警功能。访谈的员工表示他们愿意加班赚得更多的钱。备注：2024年2月1日至2024年2月29日的最大月加班时间30小时，2024年3月1日至2024年3月21日的最大月加班时间48小时。（参考法律法规：《中华人民共和国劳动法》第41条）

PA 7: Occupational Health and Safety

Site: Wuxi Senchi Garment Co., Ltd. | Site amfori ID: 156-053517-001

Question: 7.1 Is there satisfactory evidence that the auditee observes occupational health and safety regulations applicable for its activities?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected the principle. During document review and management interview, auditor found that the factory had collected some local health and safety laws, but the list was not updated in time, for example: Law of the PRC on Work Safety collected was Version 2002, not the latest Version 2021. The management stated that they did not collect the latest version. It violated the requirements in amfori BSCI System Manual.

被审核方部分尊重该原则。通过文件查阅及管理人员访谈，审核员发现企业已经收集到了当地的健康安全法律法规，但是清单没有及时更新，比如收集到的《中华人民共和国安全生产法》是2002版，不是最新的2021版。管理人员表示他们没有收集到最新版本。违反了amfori BSCI系统手册中的要求。

Question: 7.11 Is there satisfactory evidence that the auditee confirms that the equipment and buildings used for production are stable and safe?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected the principle. During site tour, document review and management interview, auditor found that the facility used 3F of one 3-storey U-type building (the building was about 2500 square meters, built in 2004). However, the facility could not provide the report of construction completion acceptance of the building for review. The facility management stated that the landlord did not provide these documents. (Reference law: PRC Construction Law Article 61)
Remark: The structure of the building was completed, there was no obvious crack.

被审核方部分尊重该原则。通过现场走访，文件查阅及管理层的访谈，审核员发现工厂使用一栋3层U型建筑的3楼（该建筑约2500平方米，建于2004年）。但工厂无法提供该建筑的竣工验收报告。工厂管理人员表示房东没有提供这些文件。（参考法律：《中华人民共和国建筑法》第六十一条）
备注：企业所使用建筑房屋结构完整，无明显裂缝。

Question: 7.17 Is there satisfactory evidence that the auditee ensures adequate safeguards for any machine part, function, or process which may cause injury to workers?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected the principle. During site tour, employee interview and management interview, auditor found that about 10% employees in sewing workshop did not use needle guard when using overlocking machines. The facility management stated that they had installed the needle guard, but some employees did not use the needle for easily operation. The employee stated that it was not convenient when using the needle guard, no related injury happened. (Reference law: General rules of design on health and safety of production facility (GB5083-1999) Article 6.1.6)

被审核方部分尊重该原则。通过现场走访，员工访谈及管理层的访谈，审核员发现缝制车间约10%员工在使用拷边机时没有使用挡针板。管理人员表示已经安装了挡针板，但部分员工为了操作方便不使用挡针板。员工表示使用挡针板不方便，且没有发生过相关的工伤。（参考法律法规：《生产设备安全卫生设计总则》(GB5083-1999) 6.1.6）

PA 12: Protection of the Environment

Site: Wuxi Senchi Garment Co., Ltd. | Site amfori ID: 156-053517-001

Question: 12.2 Is there satisfactory evidence that the auditee has procedures in place to ensure integration of local environmental law into the business model?

ENGLISH

LOCAL LANGUAGE

Finding

The auditee partially respected the principle. During

被审核方部分尊重该原则。通过文件查阅及管理人的

Finding	
document review and management interview, auditor found that the facility had collected local environmental laws and regulations, but environmental laws and regulations after 2020 were not collected, such Pollution Discharge Permit Management Regulations were not collected in the list. The management stated that the responsible person did not collect laws and regulation after 2020. It violated the requirements in amfori BSCI System manual.	员访谈，审核员发现企业已经收集了环境相关的法律法规，但是没有收集到2020年之后的环境法律法规，比如没有收集到的《排污许可条例》。管理人员表示负责人员没有收集到2020年之后的法律法规。违反了amfori BSCI系统手册中的要求。

Question: 12.3 Is there satisfactory evidence of the auditee's required environmental permits and licences?

ENGLISH	LOCAL LANGUAGE
Finding	
The auditee partially respected the principle. During site tour, document review and management interview, auditor found that products in the facility are garments, and the main processes are cutting, sewing, ironing, inspection and packaging, the manufacturing operation would cause slight influence on the environment. However, the facility could not provide the pollutant discharge registration form/receipt for review. The facility management stated that because of account problem, they could not conduct pollutant discharge registration in current. (Reference law: Administrative Regulation on Pollution Discharge Permit Article 24)	被审核方部分尊重该原则。通过现场巡查，文件查阅及管理层访谈时，审核员发现企业生产的产品为服装，主要工序为裁剪、缝制、整烫、检验、包装，生产运行过程会对环境造成少量的影响。但企业无法提供排污许可登记审阅。工厂管理人员表示由于账号登录问题暂时无法进行排污登记。(参考法规：《排污许可管理条例》第24条)